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ALBERTA PROFILES:

WOMEN
IN THE
LABOUR FORCE
2007

Highlights

For the purpose of this profile, the population is defined as women 15+ years.

1. Working Age Population of Women in Alberta

- The number of women in Alberta's working age population grew by 27.1% between 1997 and 2007.
- The proportion of women in Alberta's working age population was 49.6% in 2007, the lowest among all provinces.

2. Labour Force Statistics of Women in Alberta

- Women in Alberta had the lowest unemployment rate in Canada at 3.7% in 2007, decreasing from 6.1% in 1997.
- Women in Alberta had the highest participation rate in Canada at 67.6% in 2007, up from 64.8% in 1997.
- Women in Alberta had the highest employment rate in Canada at 65.1% in 2007. This rate represented a 4.3 percentage point increase from 1997.

3. Employment of Women in Alberta by Industry

- Women accounted for 86.8% of those employed in the Health Care and Social Services industries in Alberta in 2007.
- Between 1997 and 2007, the Construction industry had the highest employment growth rate for women at 126.4%.

4. Employment of Women in Alberta by Occupation

- Over 58% of all employed women in Alberta worked in two occupational groups: Business, Finance and Administration, 29.6%, and Sales and Service, 28.7%.
- Women accounted for 82.9% of those employed in the Health occupational group, the highest proportion of women in any occupational group.
- The employment of women in the Trades, Transportation and Equipment Operators occupational group grew by 109.8% between 1997 and 2007, the highest percentage growth among all occupational groups.

5. Educational Levels of Employed Women in Alberta

- The number of employed women in Alberta with university degrees increased by 81.2% from 1997 to 2007 and those with degrees higher than bachelor's more than doubled.

6. Full-time/Part-time Employment of Women in Alberta

- The number of women employed full-time increased by 47.9% between 1997 and 2007, whereas the number of women employed part-time increased by only 8.9%.

7. Average Hourly Wage of Women in Alberta by Industry

- The average hourly wage of women in Alberta was \$5.28 lower than that of men.
- Health Care and Social Assistance was the only industry where the average hourly wage of women exceeded that of men.

8. Average Hourly Wage of Women in Alberta by Age

- Women were paid lower average hourly wages than men across all age groups.
- Women aged 25-54 years were paid the highest average hourly wage.

1. Working Age Population of Women in Alberta

Figure 1 shows the number and percentage of working age women in Canada by province in 2007. Alberta had the lowest percentage of women in the working age population (WAP), at 49.6%, while Nova Scotia had the highest, at 51.8%.

Figure 1

Number and Percentage of Women By Province, 2007			
	Population (15+ years)	Women (15+ years)	% of Women
Canada	26,553,400	13,488,000	50.8%
Newfoundland	424,300	217,900	51.4%
Prince Edward Island	113,300	58,600	51.7%
Nova Scotia	764,300	395,700	51.8%
New Brunswick	613,200	314,200	51.2%
Quebec	6,314,500	3,209,500	50.8%
Ontario	10,361,600	5,283,400	51.0%
Manitoba	898,700	456,400	50.8%
Saskatchewan	751,400	380,700	50.7%
Alberta	2,740,700	1,358,900	49.6%
British Columbia	3,571,400	1,812,600	50.8%

Source: Statistics Canada Labour Force Historical Survey, 2007

Between 1997 and 2007, the number of women in Alberta's WAP grew by 289,700 or 27.1% (Figure 2). Alberta's WAP population grew by 28.0% over the same period.

Figure 2

Working Age Population (15+ years), 1997 and 2007				
	1997	2007	Growth	% Growth
Canadians	23,255,500	26,553,400	3,297,900	14.2%
Canadian Women	11,851,700	13,488,000	1,636,300	13.8%
Albertans	2,140,700	2,740,700	600,000	28.0%
Alberta Women	1,069,200	1,358,900	289,700	27.1%

Source: Statistics Canada Labour Force Historical Survey, 2007

2. Labour Force Statistics of Women in Alberta

Figure 3

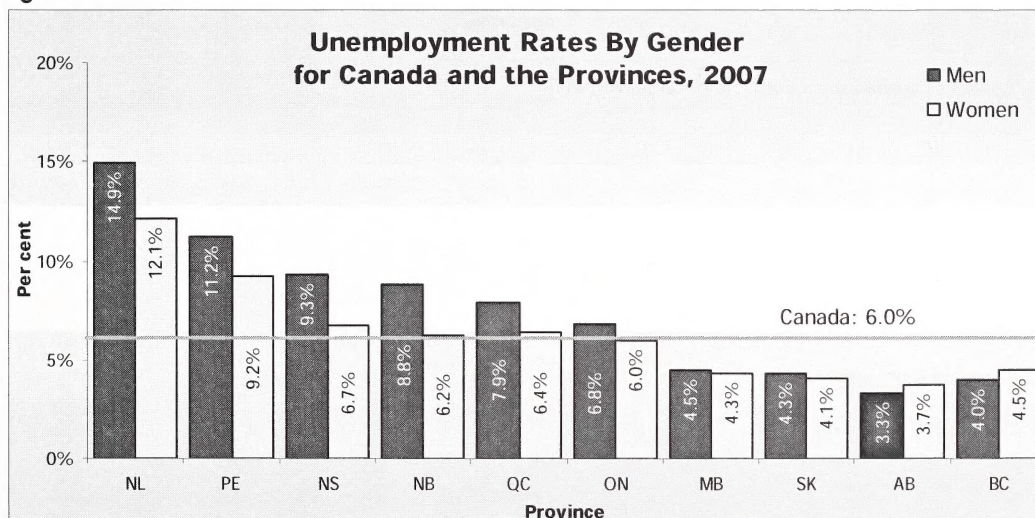
Labour Force Statistics of Women in Alberta, 2007				
	Women (15+ years)	Men (15+ years)	Albertans (15+ years)	% of Women Among Albertans (15+ years)
Working Age Population	1,358,900	1,381,800	2,740,700	49.6%
Labour Force	918,000	1,112,600	2,030,600	45.2%
Employed	884,100	1,075,400	1,959,400	45.1%
Unemployed	33,900	37,200	71,100	47.7%
Unemployment Rate	3.7%	3.3%	3.5%	
Participation Rate	67.6%	80.5%	74.1%	
Employment Rate	65.1%	77.8%	71.5%	

Source: Statistics Canada Labour Force Historical Survey, 2007

Women made up 45.2% of Alberta's labour force and 45.1% of those employed in 2007 (Figure 3). Additionally, women accounted for 47.7% of Alberta's unemployed. The unemployment rate of 3.7% was 0.2 of a percentage point higher than the unemployment rate for all working age Albertans.

In 2007, Canada's average unemployment rate was 6.0%. The average unemployment rate for women in Alberta was the lowest of all provinces. Men had higher unemployment rates than women all across the country, except in Alberta and British Columbia.

Figure 4

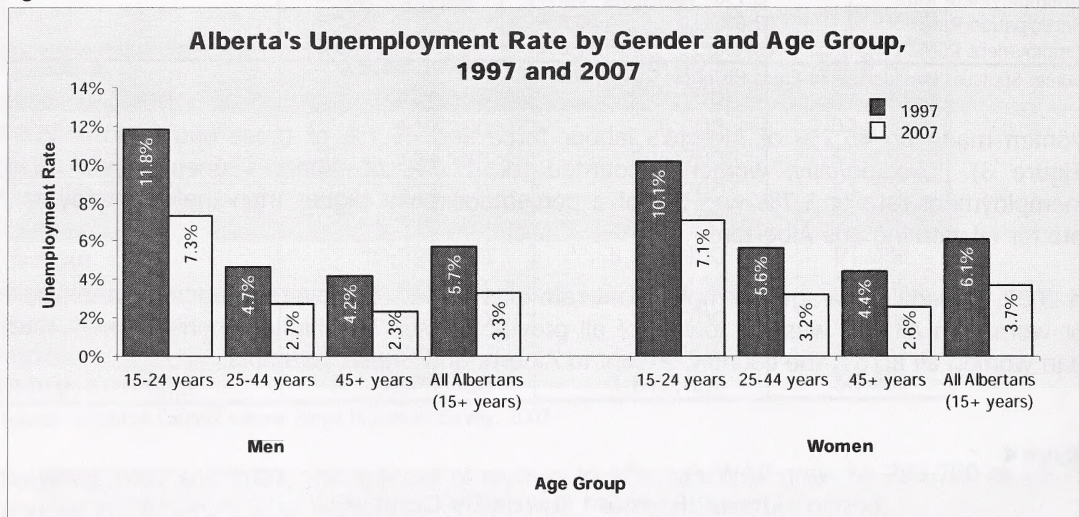


Source: Statistics Canada Labour Force Historical Survey, 2007

Figure 4 displays the unemployment rate by gender and age group. The unemployment rates of women in all age groups declined from 1997 to 2007, with the greatest decrease of 3.0 percentage points occurring for women 45 years of age and over.

In 2007, the unemployment rate of women aged 25-44 years was 0.5 of a percentage point lower than that of men in the same age group. The 15-24 years age group was the only group in which women had a lower unemployment rate than their male counterparts.

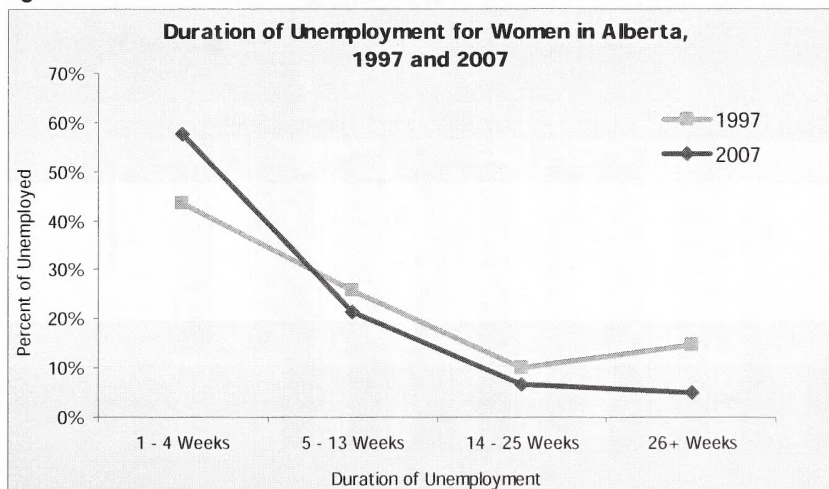
Figure 5



Source: Statistics Canada Labour Force Historical Survey, 2007

The average duration in weeks of unemployment for women in Alberta decreased from 15.8 weeks in 1997 to 7.7 weeks in 2007. Although the proportion of women with one-to-four weeks of unemployment increased by 13.9 percentage points during this period, the proportion with 5-13 weeks, 14-25 weeks and 26+ weeks decreased by 4.2, 3.1 and 9.6 percentage points, respectively. (See Figure 6)

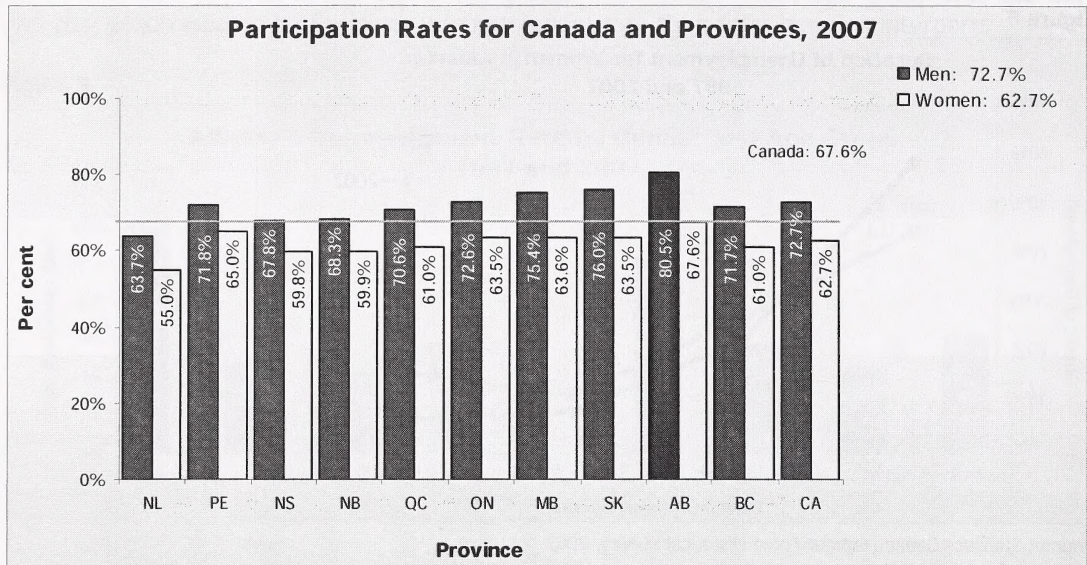
Figure 6



Source: Statistics Canada Labour Force Historical Survey, 2007

In 2007, the participation rate of women in Alberta was 67.6%, the highest among all provinces. This rate was 4.9 percentage points higher than the Canadian average of 62.7% for women. The participation rate of women was lower than that of men in all provinces, with the largest difference of 12.9 percentage points occurring in Alberta.

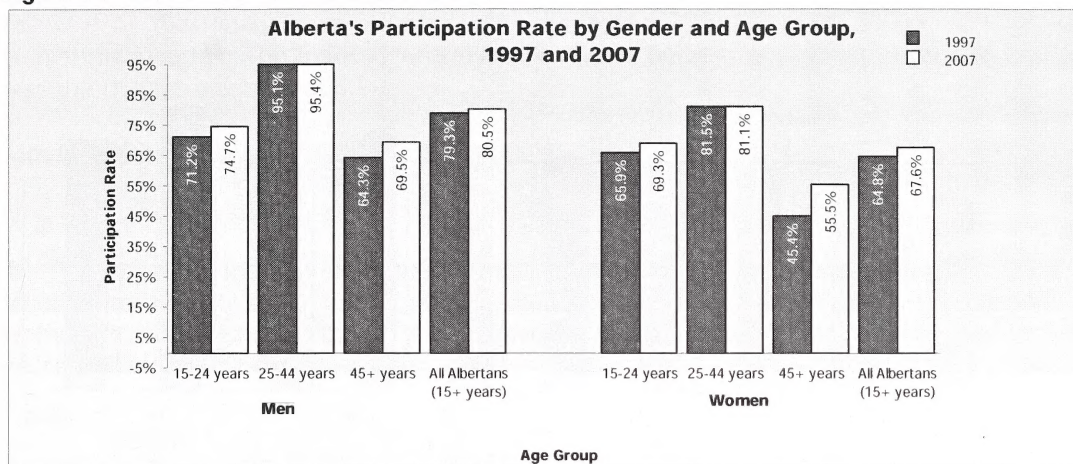
Figure 7



Source: Statistics Canada Labour Force Historical Survey, 2007

Figure 8 illustrates the gender and age-group differences in Alberta's participation rate between 1997 and 2007. The participation of women increased across all age groups except for women aged 25 - 44 years, whose participation rate dropped by 0.4 of a percentage point. In the past 10 years, both men and women between the ages of 25 and 44 had the highest participation rates. However, the greatest increase in the participation rate among women occurred in the 45+ years group, increasing from 45.4% in 1997 to 55.5% in 2007.

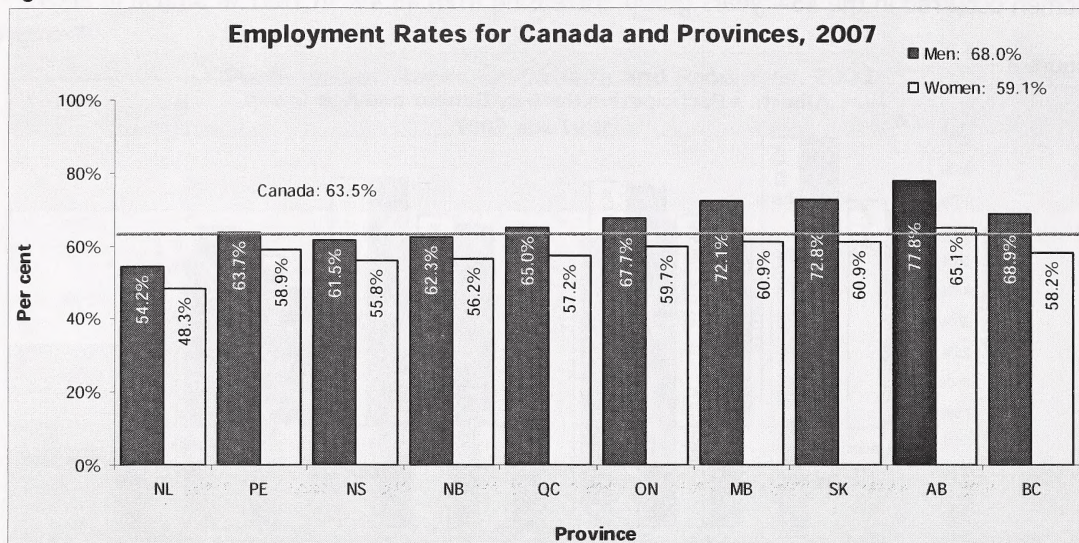
Figure 8



Source: Statistics Canada Labour Force Historical Survey, 2007

Figure 9 illustrates the provincial differences in the employment rate in Canada in 2007. Women's employment rates were lower than men's in all provinces. The employment rate for women in Alberta was 65.1%, the highest among all provinces. This rate was 6.0 percentage points above the Canadian rate of 59.1% for women.

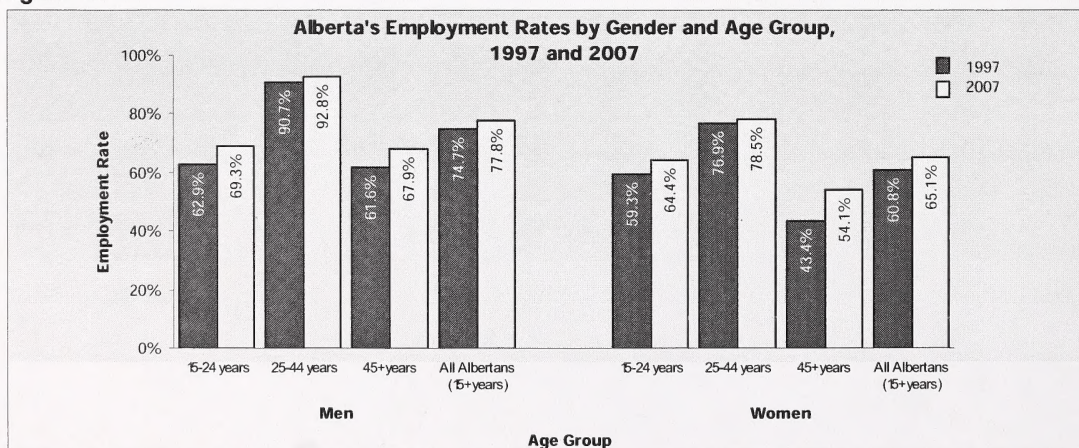
Figure 9



Source: Statistics Canada Labour Force Historical Survey, 2007

Figure 10 shows Alberta's employment rate by gender and age group in 1997 and 2007. Women's employment rates have increased by an average of 4.3 percentage points in the last 10 years. Despite this increase, the employment rate for women was less than that for men across all age groups. The greatest difference occurred in the 25-44 year age group where the rate for women was 14.3 percentage points lower than that for men.

Figure 10



Source: Statistics Canada Labour Force Historical Survey, 2007

3. Employment of Women in Alberta by Industry

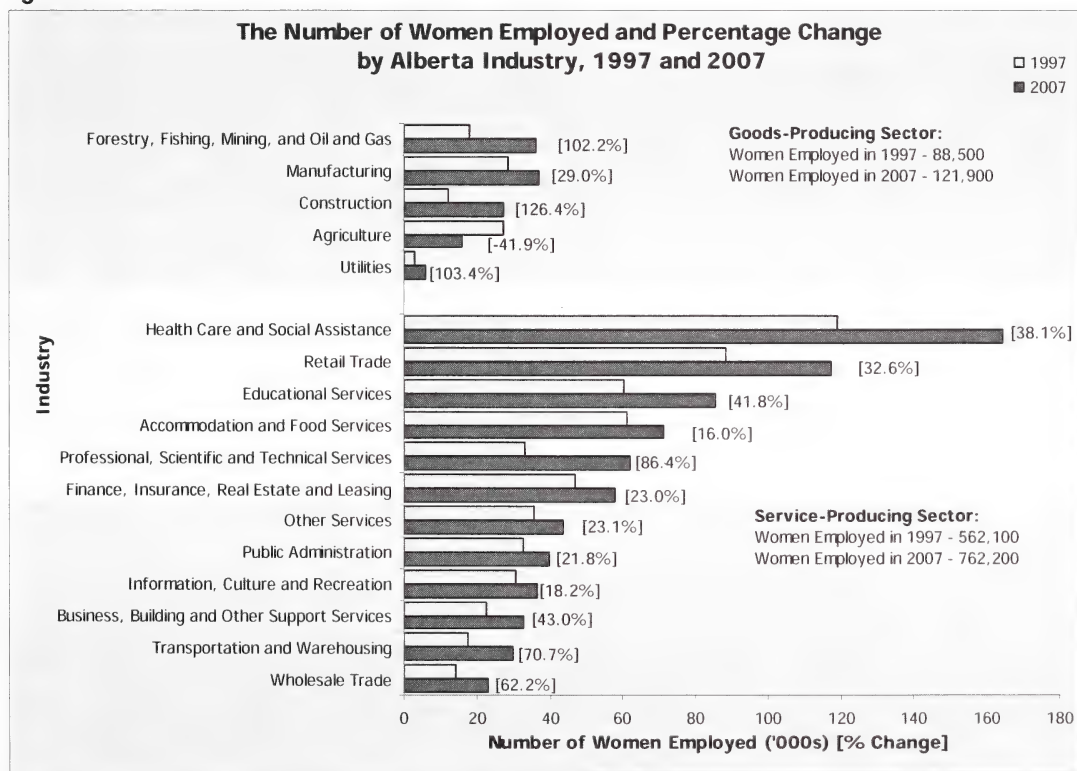
The distribution of women employed in Alberta by industry in 1997 and 2007 is shown in Figure 11. The number of women employed in the services-producing sector in 2007, 762,200, was more than six times the number in the goods-producing sector, 121,900.

The Health Care and Social Assistance industry employed the largest number of women in 2007, at 164,100. This represented 18.6% of all women employed in Alberta. This was followed by the Retail Trade industry which employed 117,200, or 13.3% of all employed women in Alberta. The industry employing the least number of women in Alberta in 2007 was the Utilities industry, at 5,900.

The following industries employed more women than men in 2007: Health Care and Social Assistance, 86.6%; Educational Services, 65.5%; Accommodation and Food Services, 60.8%; Finance, Insurance, Real Estate and Leasing, 58.6%; and Retail Trade, 55.3%.

The Construction industry had the largest employment growth for women, at 126.4%, followed by the Utilities industry, at 103.4%. Between 1997 and 2007, the employment of women in the Agricultural industry decreased by 41.9%. By comparison, male employment decreased by 43.8% over the same period.

Figure 11



Source: Statistics Canada Labour Force Historical Survey, 2007

4. Employment of Women in Alberta by Occupation

Figure 12 shows the percentage of women employed in various occupations in Alberta in 1997 and 2007. Over that 10 year span, the number of women employed increased across all occupations except in the occupations unique to primary industry. The occupation with the largest percentage increase in the number of women employed was Trades, transportation and equipment operators, at 109.8%, followed by Natural and applied sciences, at 97.1%. The number of women employed in occupations unique to primary industry declined by 27.8%.

In 2007, women comprised 82.9% of the people employed in the Health occupation. This was the highest proportion across all occupations. Business, finance and administration occupation was second at 74.7%. The occupation with the smallest proportion of women employed was Trades, transportation and equipment operators, at 8.2%. The proportion of women in the Management occupation declined from 38.3% in 1997 to 33.2% in 2007 even though their absolute number increased by 0.4%.

Figure 12

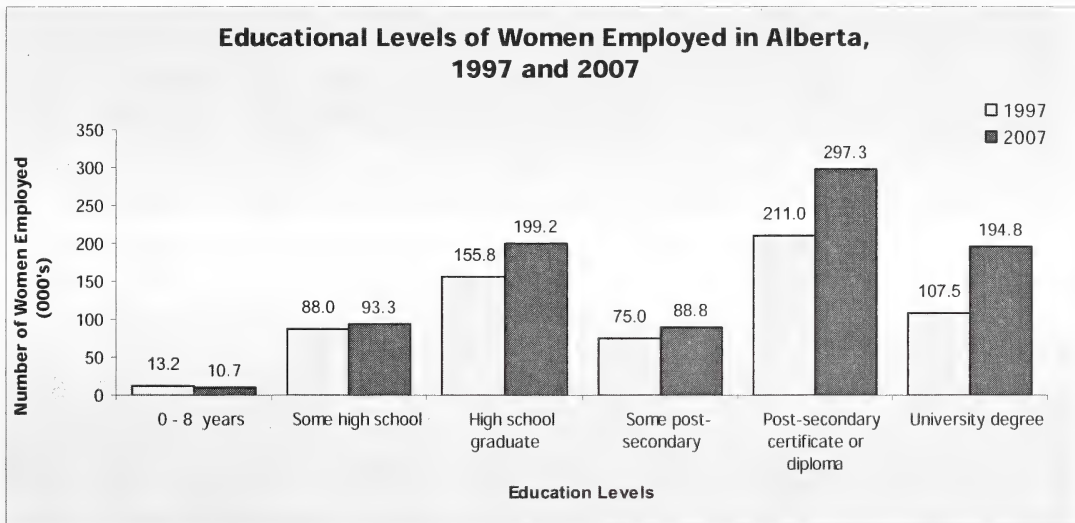
Percentage of Employed Women in Alberta by Occupation, 1997 and 2007			
	1997	2007	% Growth
Natural and applied sciences	17.9%	22.0%	97.1%
Trades, transportation, and equipment operators	5.7%	8.2%	109.8%
Unique to processing, manufacturing and utilities	24.0%	25.9%	38.3%
Health	80.0%	82.9%	52.4%
Social science, education, government and religion	67.2%	68.0%	40.5%
Art, culture, recreation and sport	58.4%	57.9%	42.3%
Business, finance and administration	73.4%	74.7%	40.7%
Sales and services	58.9%	57.3%	31.1%
Management	38.3%	33.2%	0.4%
Unique to primary industry	21.7%	16.2%	-27.8%

Source: Statistics Canada Labour Force Historical Survey, 2007

5. Educational Levels of Employed Women in Alberta

Figure 13 shows the number of employed women in Alberta by level of education in 1997 and 2007. Proportionately, more women employed in 2007 had attained higher levels of education than those employed in 1997. The proportion of employed women who had no post-secondary education dropped from 39.5% in 1997 to 34.3% in 2007. Conversely, the proportion of employed women who had some level of post-secondary education increased from 60.5% in 1997 to 65.7% in 2007. The growth was highest among employed women with a bachelor's degree where their proportion increased from 3.5% in 1997 to 5.4% in 2007.

Figure 13



Source: Statistics Canada Labour Force Historical Survey, 2007

Figure 14 lists the highest level of educational attainment for employed Albertans (15+ years) in 2007. More than half of those employed had attained a post-secondary certificate or diploma or degree. Proportionately, more employed men than women had less than a post-secondary education. The proportion of employed women who had a university degree was higher than that of employed men, at 22.0% and 19.2%, respectively.

The number of employed women with university degrees increased from 107,500 in 1997 to 194,800 in 2007; those with degrees higher than bachelor's more than doubled to 47,900 over the same period.

Figure 14

Educational Attainment of Employed Albertans (15+ years), 2007			
	Albertans	Men	Women
0 - 8 Years	1.7%	2.1%	1.2%
Some High School	11.8%	12.8%	10.6%
High School Graduate	22.8%	23.0%	22.5%
Some Post-Secondary	9.3%	8.8%	10.0%
Post-Secondary Certificate or Diploma	33.9%	34.2%	33.6%
University Degree	20.5%	19.2%	22.0%
Total	100.0%	100.0%	100.0%

Source: Statistics Canada Labour Force Historical Survey, 2007

6. Full-time/Part-time Employment of Women in Alberta

Figure 15 shows the number of women who were employed full-time and part-time by different age-groups, and the percentage of change between the years 1997 and 2007. More women were employed full-time than part-time. Full-time employment grew by 47.9% while part-time employment by 8.9% between 1997 and 2007. Growth in full-time employment was highest among women aged 45-64 years, at 96.8%, followed by those aged 65+ years, at 85.3%. Employment growth in part-time employment was highest among women aged 65+ years, at 129.3%, and lowest among women aged 25-44 years where it declined by 14.7%.

As a proportion of Alberta's total full-time employment, women increased from 38.1% in 1997 to 40.4% in 2007. The age group with the largest increase was the 45-64 years group, whose full-time employment increased by 4.1 percentage points over the 10 year period. The number of women aged 65 years and older who were employed part-time more than doubled from 4,100 in 1997 to 9,400 in 2007.

Figure 15

Number of Women Employed Full-time and Part-time in Alberta by Age Group, 1997 and 2007					
	1997		2007		% Growth in Number of Employed
	<i>Employed</i>	<i>% of Albertans (15+ Years)</i>	<i>Employed</i>	<i>% of Albertans (15+ Years)</i>	
All 15+ years	650,600		884,100		
Full-Time	450,300	38.1%	666,000	40.4%	47.9%
Part-Time	200,300	73.9%	218,100	70.3%	8.9%
15-24 years	114,500	47.3%	157,700	46.8%	
Full-Time	59,900	40.2%	96,300	42.1%	60.8%
Part-Time	54,700	58.7%	61,300	56.5%	12.1%
25-44 years	357,600	45.3%	398,700	44.5%	
Full-Time	261,800	38.5%	317,000	39.7%	21.1%
Part-Time	95,800	87.2%	81,700	83.1%	-14.7%
45-64 years	171,100	43.3%	312,100	45.9%	
Full-Time	125,200	37.3%	246,400	41.4%	96.8%
Part-Time	45,700	77.9%	65,700	77.6%	43.8%
65+ years	7,400	29.2%	15,600	34.1%	
Full-Time	3,400	21.1%	6,300	23.4%	85.3%
Part-Time	4,100	44.6%	9,400	49.5%	129.3%

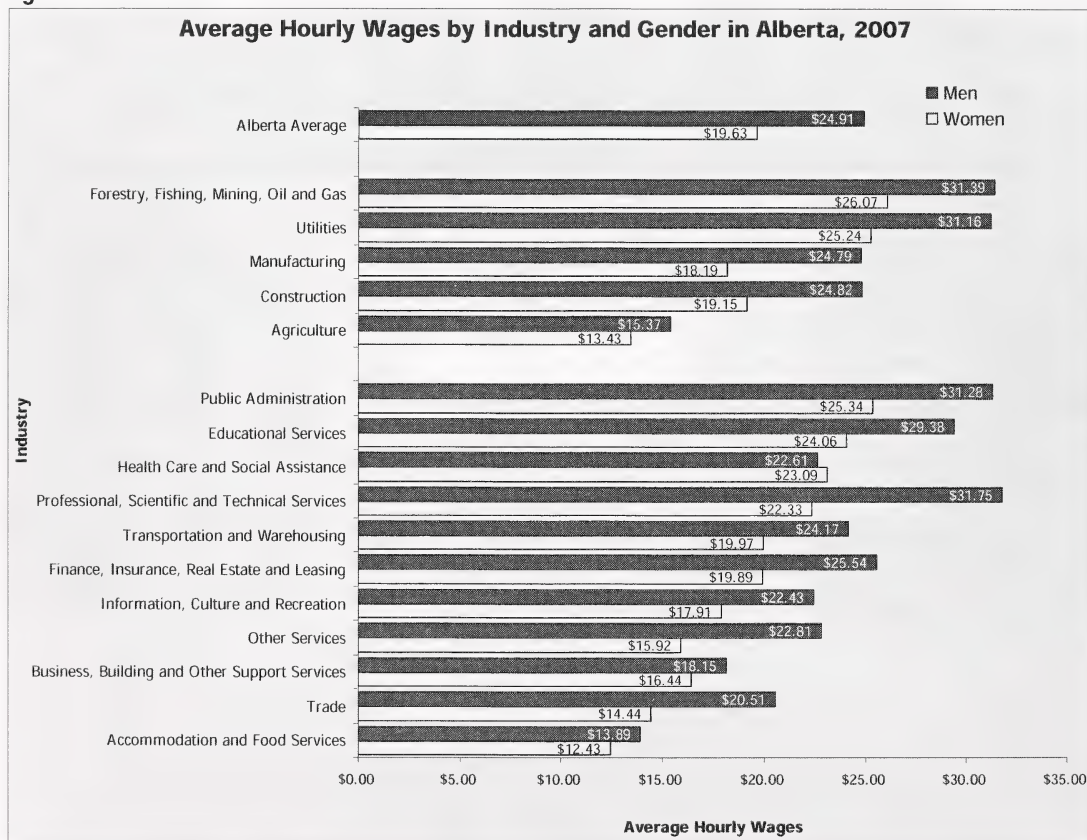
Source: Statistics Canada Labour Force Historical Survey, 2007

7. Average Hourly Wage¹ Paid to Alberta Women by Industry

Figure 16 shows average hourly wages paid to men and women in Alberta by industry in 2007. The average hourly wage of all Albertans was \$22.40. The average hourly wage paid to women was \$19.63. The average hourly wage of men was \$5.28 higher than that of women.

Women employed in Forestry, Fishing, Mining, and Oil and Gas industries had the highest average hourly wage, at \$26.07. Both men and women in the Accommodation and Food Services industries had the lowest average hourly wages, at \$13.89 and \$12.43, respectively. The greatest difference between men's and women's average hourly wages occurred in the Professional, Scientific, and Technical Services industries where women employed were paid on average \$9.42 less per hour than men.

Figure 16



Source: Statistics Canada Labour Force Historical Survey, 2007

¹ Weekly and hourly wage rates are calculated in conjunction with usual paid work hours per week.

Figure 17 shows changes in the average hourly wages paid to women in Alberta by occupation in 1997 and 2007. Average hourly wages for women increased across all occupations. The three occupations with the largest average hourly wage increase were: Management, \$12.16; Natural and applied sciences, \$9.82; and Social science, education, government and religion, \$9.68. The occupation with the least increase in the average hourly wage was Sales and service, at \$4.35.

Women in Management occupations were paid the highest average hourly wage in 2007, at \$28.76, while those employed in the Sales and service occupations were paid the lowest, at \$13.06.

Figure 17



Source: Statistics Canada Labour Force Historical Survey, 2007

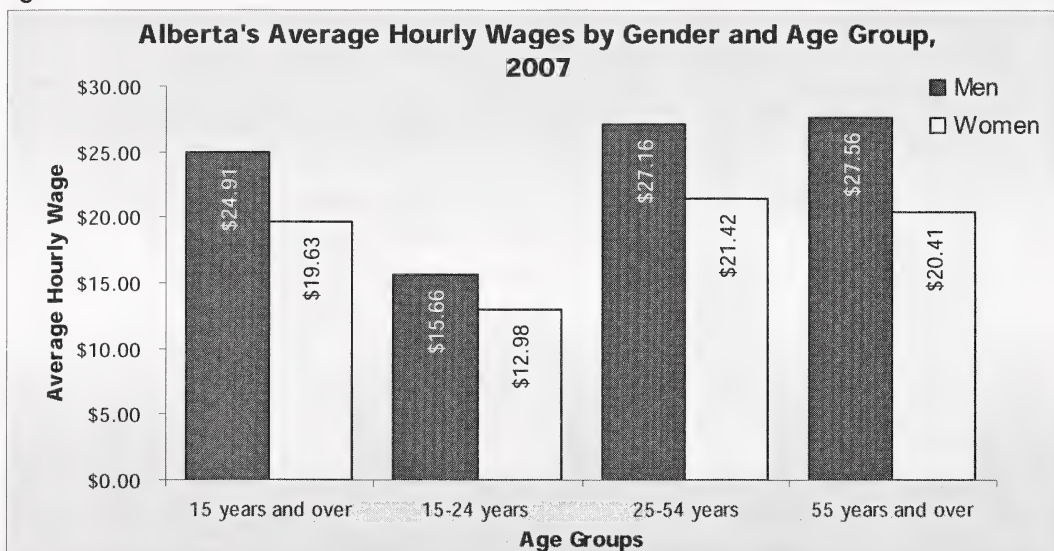
*Average hourly wage information was only available starting in 1997 and average hourly wage excludes those self-employed.

8. Average Hourly Wages Paid to Alberta Women by Age

Figure 18 shows the average hourly wages of employed Albertans by age group. Men and women between the ages of 15 and 24 were paid the lowest average hourly wages. This was also the age group with the lowest difference in average hourly wages between men and women, at \$2.68.

Women aged 25-54 years had the highest average hourly wage, at \$21.42. The greatest difference between the average hourly wages of men and women occurred in the age group 55+ years, with a difference of \$7.15.

Figure 18



Source: Statistics Canada Labour Force Historical Survey, 2007

*Average hourly wage excludes those self-employed.

Appendix

All of the following definitions are from the Guide to the Labour Force Survey, Statistics Canada – Catalogue no. 71-543-GIE.

Employment Rate: The number of persons employed expressed as a percentage of the working age population (WAP).

Industry: The general nature of the business carried out by the employer for whom the respondent works (main job only).

Labour Force: The labour force is composed of the portion of the WAP who, during the reference week, were employed or unemployed. The reference week is defined as the week containing the 15th day of the month in which information is collected for the Labour Force Survey.

Occupation: The kind of work persons 15+ years were doing during the reference week, as determined by the kind of work reported and the description of the most important duties of the job. If the individual did not have a job during the reference week, the data relates to the previous job, if that job was held in the past year.

Participation Rate: The total labour force expressed as a percentage of the WAP. This measure represents the proportion of the WAP that is either employed or actively seeking employment.

Women: For the purpose of this report, women refer to females 15+ years.

Working Age Population: Those persons 15+ years except persons living on Indian reserves, inmates of institutions, and full-time members of the Canadian Armed Forces.

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